



Short-Term Workers

Definition:

Short-term employees are paid an hourly wage and may not work for the agency for more than 90 shifts in a continuous 12-month period (MCA 2-18-101).

Short-term employees need not compete in a competitive selection process.

Benefits:

Short-term employees are not eligible for sick leave, annual leave, holiday pay or group insurance benefits. Short-term employment does not apply toward years of service for longevity allowance purposes.

Short-term employees may participate in the Montana Public Employee Retirement System.

Layoffs and Reductions in Force:

Short-term employees are not entitled to benefits under the State Employee Protection Act during privatization, reorganization, closure or a reduction in force.

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